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ABSTRACT

The final report presents the findings of an evaluation project set up to obtain reactions to the farm training program in Wisconsin from trainees and instructors. Two hundred and fifty farmers were selected for personal interviews on their respective farms. Each interview session lasted approximately 50 minutes. Data were obtained from the instructors by use of survey questionnaires and from open meetings. Some of the major recommendations based on the findings were: (1) Many on-the-farm jobs could be taught to groups of three to five farmers instead of individually; (2) the farm training program could be extended beyond the five years by offering special classes in each district taught by specialists; (3) more mechanics should be offered in the regular farm program; (4) a crash program in every district and at State level should be developed to update instructors in the skills they need in order to have a quality program. (VA)

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FINAL REPORT

Project No. 12-179-151-225

# Evaluation of the Farm Training Program in Wisconsin

Leonard Warner, Project Director

June, 1975

Fox Valley Vocational, Technical and
Adult Education District
Appleton, Wisconsin

(VT-102-173)

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This study of the farm training program in Wisconsin was made under a federal project approved by the State Board of Vocational, Technical and Adult Education in July of 1974. Leonard Warner, who retired on June 30 as Supervisor - Coordinator of agricultural programs at Fox Valley, was the project director.

The project was set up to get the reactions of trainees and instructors to the present program, to see if changes should be made and to see if costs could be cut. The change in the method of reimbursement to local districts for costs in the program was another factor in determining that a study should be made. When the ten-to-one rule was in effect to determine F.T.E. units, reimbursement to local districts for costs were more than 60%. With this rule out in the present budget, reimbursement will be considerably less unless adjustments are made.

Wisconsin has offered farm training programs to farmers for over fifty years. Beginning about 1920 high school agriculture instructors offered classes for adult farmers in the evening. In 1927 instructors were hired at Clintonville and Stoughton to devote full time to the adult farm program. Several high school instructors in the 1930's held two or three adult farm classes in their districts each year. The reimbursement from state and federal funds was five dollars per meeting, and in most cases this is what the instructor was paid. In addition to conducting the classes the instructor was expected to visit each farmer at least once each year.

Intensive on-the-farm training started with P.L. 346, the bill under which World War II veterans could get educational benefits. An instructor enrolled 25 - 28 veterans in his program. Each veteran received 200 hours of class instruction and 100 hours of on-the-farm instruction each year, 50% of on-the-farm instruction being given to groups of three to five trainees. The minimum number of farm visits was two each month. Total number of farmers in the program in Wisconsin reached over 5000 for three or four years. The same program was offered to Korean war veterans, and these lasted for about fifteen years.

In 1957 Louis Sasman, state supervisor for agricultural programs, conceived the idea that if these programs were good for veterans, they should be offered to non-veterans too. State policy on reimbursements from state and federal funds was changed; so that any school that employed an instructor for adult farm training was reimbursed five-sixths of the instructor's salary. Schools at Appleton, Stoughton, Plymouth, and Fort Atkinson started the program in 1957. About 50% of the vocational schools had this program in the early 1960's, and a number of high schools also offered full-time adult farm instructors. Winneconne and Blair high schools were the first to offer it.

Soon after this program was started, Doyle Beyl and Melvin Cooper met with Len Warner and Willis DiVall to establish criteria for the programs. The ten - meeting minimum number of classes and the 18 - 18 - 12 - 8 - 8 hours on-the-farm per year in the five year program was, in the judgement of these people, about what was needed for an effective program. This has not been changed since it was first established.

With the establishment of area vocational school districts in 1967, the program grew rapidly. Most boards and directors felt that this was one of the best ways to offer services to their new-found taxpayers in the rural areas of their districts.

When the project was set up in July, 1974, it was the opinion of staff members that to be meaningful at least 200 farmers and 25 instructors should be interviewed. A questionaire was developed by Len Warner and Al Linster. After consulting with Harold Mattison of the College of Agriculture, Madison, who had much experience with surveys, the questionaire was approved by the bureau staff of the State Board of Vocational, Technical, and Adult Education.

Trainees to be interviewed were selected by lot from lists provided by the Ag. consultants in the state office. Two-hundred-fifty farmers, 50% in their fifth year of training and the remaining 50% 1974 graduates of the program, were selected for personal interviews. This was about one to eight of those on the lists in the groups. Because the program is relatively new in some districts, there was much variation in the number interviewed in each district.

The number interviewed in each district is as follows:

| | | | |
|---|---|---|---|
| Dist. #ONE - - - - - - | 10 | Moraine Park- - - - - - - | 27 |
| Western Wisconsin- - - | 28 | Lakeshore - - - - - - - - | 16 |
| Southwest Wisconsin- - | 29 | Fox Valley- - - - - - - - | 42 |
| Madison Area T.C.- - - | 13 | Northeast Wisconsin - - - | 15 |
| Blackhawk- - - - - - - | 12 | North Central - - - - - - | 12 |
| Gateway- - - - - - - - | 12 | Indianhead- - - - - - - - | 14 |
| | | Total- - - - - | 230 |

The 230 farmers were interviewed on their respective farms. Each session took about fifty minutes. No farmer objected to being interviewed even though he had to stop the farm machine he was operating at the time. Most farmers were very well pleased with the program and felt that the vocational school system was providing a service for which there was a real need.

The 57 instructors each filled out the survey forms at their district staff meetings. Eleven of these meetings were held during the fall and winter months. Each instructor had the opportunity to express his opinions on program changes in an open meeting.

Both the trainees' and the instructors' surveys were summarized. The findings from the trainees' surveys will be discussed first.

1 - The average age of the trainees interviewed was 36.1 years. This means that he enrolled when he was 31 - 32 years of age. Here are the statistics on their education:

| | | | |
|---|---|---|---|
| 8th grade or less - - | 21 | 4 yrs. H.S. Vo-Ag- - - - | 71 |
| 9 - 11th grade- - - - | 25 | 1-3 yrs. H.S. Ag - - - - | 30 |
| H.S. graduates- - - - | 181 | No H.S. Ag.- - - - | 129 or 56% |
| Some college- - - - - | 8 | | |

2 - Farming statue statics:

| | | | |
|---|---|---|---|
| Farmed less than 5 yrs.- | 26 | Full-time farmers- - - - | 225 |
| " 5 - 10 years- - - | 87 | Part-time farmers- - - - | 5 |
| " 11 - 15 years- - - | 35 | Owners - - - - - - - - - - | 216 |
| " over 15 years- - - | 82 | Renters- - - - - - - - - - | 14 |
| | | Owners renting additional land- - - - | 172 |

3 - Size of operation:

Average number of crop acres - - 243
Average acres owned by owners - 196, additional average acres rented - 47
Average number of crop acres operated by renters - 213
Average number of cows on dairy farms - 53; 216 farmers had cows
Average number of brood sows by 38 farmers who had sows-18
Average number of market hogs sold by 16 farmers - 130
Average number of beef animals kept by 104 farmers - 32
Farmers with income from cash crops - 101

4 - How did you find out about the program?

| | | | |
|---|---|---|---|
| Young farm instructor | 191 | High School agriculture instructor | 4 |
| Agriculture Coordinator | 5 | | |
| Vocation School | | Newspaper | 4 |
| | | Other | Neighbor - 20 |
| | | | Ag. Agency - 6 |

5 - Why did you enroll?

| | |
|---|---|
| To obtain information about farming problems | 175 |
| Develop ability to solve problems | |
| Instructor encourage me to enroll | 43 |
| Friend encourage me to enroll | 12 |

6 - Do you feel the farm training program has met the objectives you enrolled for?

| | | | |
|---|---|---|---|
| Met all of them | 14 | Met some of them | 35 |
| Met most of them | 181 | Did not meet any of them | |

7 - How effective has the program been in helping you in becoming established as a farmer:

| | | | |
|---|---|---|---|
| Completely | 5 | Slightly effective | 4 |
| Highly effective | 173 | Relatively ineffective | 2 |
| Moderately effective | 46 | | |

8 - What was the percent of increase in your networth from the first to your last year in the program? 50% or less - 13
No information - 42 50%-100% increase - 49
Over 100% increase - 125

9 - Do you feel the program has been effective in developing your ability to solve the day to day farming problems?

| | No Comments | | |
|---|---|---|---|
| Completely | | Slightly effective | |
| Highly effective | | Relatively ineffective | |
| Moderately effective | | | |

10 - What social and individual benefits did you receive from this program:
Excellent opportunity of exchange ideas.

11 - Length of farm training program desired?
a. The present program is 5 years in length - what do you think it should be?

| | |
|---|---|
| Longer | 151 |
| Shorter | 0 |
| The same | 79 |

b. If you feel it should be longer or shorter - what length do you suggest?

| | | | |
|---|---|---|---|
| 1 year | | 5 year | |
| 2 year | | 6 year | |
| 3 year | | 7 year | 71 |
| 4 year | | over 7 year | 80 |

12 - Number of class session held per year. The present program calls for ten sessions per year -
a. How many do you think that should be?
more _____ less _____ same _____

| | |
|---|---|
| Less than 10 sessions - - - | 0 |
| 10 - 12 sessions - - - | 190 |
| 12 - 16 sessions - - - | 39 |
| Over 16- - - - - - - - - | 1 |

b. If more of less - how many do you suggest?
5-7 _____ 8-10 _____ 11-13 _____ 14-16 _____
17-19 _____ 20 or more _____

13 - On-farm instruction
a. How would you rate the on-farm instructor?

| | | | |
|---|---|---|---|
| Extremely valuable | 71 | Slightly valuable | 2 |
| Highly valuable | 99 | Relatively ineffective | 4 |
| Moderately valuable | 54 | | |

b. The present schedule of on-farm instruction suggests these hours per year. How would you change this?

| | Present program | |
|---|---|---|
| 1st year | 18 hrs. | As it is now in hours per year -101 |
| 2nd year | 18 hrs. | Evened out at about 12 hrs.per yr-125 |
| 3rd year | 12 hrs. | More hours last 2 years- - - - - 1 |
| 4th year | 8 hrs. | Less hours in program- - - - - - 3 |
| 5th year | 8 hrs. | |

c. In your opinion how long would you like a farm visit to be?
1 hour 87 2 hours 143 3 hours _____ 4 hours _____

d. In your opinion how long could a farm visit be?
1 hour _____ 2 hours 216 3 hours 8 4 hours 6

14 - In your opinion could the instructional program be shorter than the present 48 weeks and still be as effective?
Yes 30* No 208
*Of the 30 who suggested that the program could be cut, 27 were in the programs of four instructors.

a. If yes, how much shorter do you think it could be and still be an effective program.
6 4 weeks 12 8 weeks 12 12 weeks

15 - If it were necessary to reduce the cost of the program, how would you rate the following methods?

| | YES | NO |
|---|---|---|
| Having fewer but longer farm visits | 94 | 136 |
| Decrease the farm visit and increase number of classes conducted | 49 | 181 |
| Decrease number of farm visits held each year | 24 | 206 |
| Conduct some on-farm instruction in groups | 196 | 34 |
| Conduct on-farm visits for only three of the five years | 5 | 225 |
| Offer the program to beginning farmers only | 0 | 230 |
| Offer the program to disadvantaged farmers only | 0 | 230 |

16 - Should part of the cost of the training be paid by the trainees?
Yes 29 No 201

a. What would be the highest fee you would be willing to pay? Average - $9.50
Note - There were 32 farmers willing to pay $50 or more.

b. Are local districts justified in providing the program of individual instruction for farmers when they don't provide it for business or industry?
Yes 230 No 0

c. If yes, why?
Only service I get from taxes I pay for V.T.E. programs - - - - 112
Excellent method of instruction-should be used in other programs- - - - - 49
Problems vary from farm to farm; to be effective it must be individualized- - - - 30
Increases the tax base and money for goods and service in the area- - - - - - - 24
Only public education I have benefited from since grade school- - - - - 15

17 - What suggestions would you make to improve the present farm training program?

a. More Mechanics - - 50
Women in some classes - - 40
More field trips - - - 39
More in-depth instruction - -23

b. Use more resource people - - 22
Use less resource people - - 6
Less emphasis on records - - 6

c. Stay in present program as long as I wish - 2

18 - Graduates (those who have completed 5 years)

Would you be interested in attending classes in addition to the 5-year program? Yes 202 No 28

a. If yes, how many each year would you attend? Average-8.5

b. What subject areas would be you interest in?

| | | | |
|---|---|---|---|
| Farm Management | 139 | Tractor Overhaul | 37 |
| Legal problems | 117 | Farm Machinery Repair | 111 |
| Herd Health | 175 | Welding | 116 |
| Herd Management Breeding | 110 | Marketing | 77 |
| Tractor Maintenance | 141 | Specialty Crops | 36 |
| | | Swine | 4 |

c. Would you expect to receive on-the-farm visits?
Yes 175 No 27

d. If yes, how many? 1. 1 2. 84 3. 38 4. 36
5. ____ More than 5. 16

e. What problems do you feel would require a farm visit by the instructor?

| | |
|---|---|
| Planning the feeding program | 123 |
| Analyzing records | 143 |
| Crop planning | 141 |
| Farm buildings | 28 |
| Others | ____ |

19 - Summary of survey of on-the-farm jobs as to whether they are best taught individually or could be taught to groups of three to five farmers.

a. Which jobs must be individual instruction on trainees farms?

b. Which jobs could be taught to groups of 3 to 4 trainees?

| TRAINEES Ind. | TRAINEES Group | | INSTRUCTORS Ind. | INSTRUCTORS Group |
|---|---|---|---|---|
| 178 | 52 | 1. Balancing rations and selecting the best buys in feeds. | Ind. 23 | Group 34 |
| 192 | 38 | 2. Evaluation of roughages available for feeding. | Ind. 26 | Group 31 |
| 190 | 40 | 3. Planning the crop program, selecting crop varieties and determining the kind and amount of fertilizer to use. | Ind. 42 | Group 15 |
| 216 | 40 | 4. Set up a feed budget. | Ind. 45 | Group 12 |
| 193 | 37 | 5. Planning the crop rotation and field layout. | Ind. 49 | Group 8 |
| 161 | 59 | 6. Checking the milking machine, lines and milking practices. | Ind. 40 | Group 10 |
| 194 | 36 | 7. Planning building remodeling. | Ind. 47 | Group 10 |
| 38 | 192 | 8. Mechanizing the feeding operation. | Ind. 30 | Group 27 |
| 45 | 185 | 9. Selection of farm equipment - tractors. | Ind. 12 | Group 45 |
| 33 | 197 | 10. Selection of other equipment(priority list). | Ind. 13 | Group 44 |
| 62 | 168 | 11. Selecting and using herbicides. | Ind. 13 | Group 44 |
| 27 | 203 | 12. Calibrating a sprayer. | Ind. 17 | Group 40 |
| 61 | 169 | 13. Selecting and using insecticides. | Ind. 12 | Group 45 |
| 31 | 199 | 14. Adjusting plows. | Ind. 17 | Group 40 |
| 32 | 198 | 15. Adjusting mowers. | Ind. 18 | Group 39 |
| 34 | 196 | 16. Adjusting combines. | Ind. 16 | Group 41 |
| 33 | 197 | 17. Adjusting corn pickers. | Ind. 16 | Group 41 |
| 34 | 196 | 18. Adjusting other farm machines. | Ind. 13 | Group 44 |
| 228 | 2 | 19. Herd record analysis and suggestions on herd replacement. | Ind. 52 | Group 5 |
| 198 | 32 | 20. Cow analysis and selective mating. | Ind. 39 | Group 18 |
| 13 | 217 | 21. Understanding animal pedigrees. | Ind. 5 | Group 52 |
| 175 | 55 | 22. Calf raising problems. | Ind. 26 | Group 31 |
| 52 | 178 | 23. Checking pregnancy in cows. | Ind. 26 | Group 31 |
| 82 | 148 | 24. Herd breeding problems. | Ind. 36 | Group 21 |
| 14 | 216 | 25. Simple veterinary practices a farmer can do. | Ind. 11 | Group 46 |
| 226 | 4 | 26. Setting up a set of farm records. | Ind. 51 | Group 6 |
| 218 | 12 | 27. Taking farm inventory. | Ind. 51 | Group 6 |
| 30 | 200 | 28. Understanding machine farm records. | Ind. 17 | Group 40 |
| 208 | 22 | 29. Methods of figuring equipment and building depreciation. | Ind. 45 | Group 12 |
| 228 | 2 | 30. Filing federal and state income tax. | Ind. 50 | Group 7 |
| 230 | 0 | *31. Farm record and analysis to find strong and weak points of business. | Ind. 54 | Group 3 |
| 225 | 5 | 32. Refinancing the farm business. | Ind. 49 | Group 8 |
| 227 | 3 | 33. Working out a cash flow chart. | Ind. 45 | Group 12 |
| 211 | 19 | 34. Preparing a net worth statement. | Ind. 54 | Group 3 |

| TRAINEES Ind. | TRAINEES Group | | INSTRUCTORS Ind. | INSTRUCTORS Group |
|---|---|---|---|---|
| 212 | 18 | 35. Analysis of the farm insurance policies. | Ind. 41 | Group 16 |
| 212 | 18 | 36. Analysis of the farmer's personal insurance plan. | Ind. 52 | Group 5 |
| 90 | 140 | 37. Planning for the transfer of property. | Ind. 43 | Group 14 |
| 228 | 2 | 38. Long-time planning in the farm operation. | Ind. 44 | Group 13 |
| 212 | 18 | 39. Partnership agreements. | Ind. 41 | Group 16 |
| 125 | 105 | 40. Checking yields of crops. | Ind. 27 | Group 29 |
| 73 | 157 | 41. Plant deficiency symptoms and what they mean. | Ind. 47 | Group 10 |
| 36 | 194 | 42. Calibrating a corn planter and fertilizer attachment. | Ind. 14 | Group 43 |
| 25 | 205 | 43. Calibrating a drill. | Ind. 9 | Group 48 |
| 25 | 205 | 44. Mixing quality concrete. | Ind. 8 | Group 49 |
| 55 | 175 | 45. Laying out a paved barnyard. | Ind. 18 | Group 39 |
| 23 | 207 | 46. Learning to operate a farm level. | Ind. 13 | Group 44 |
| 12 | 218 | 47. Understanding conservation practices. | Ind. 5 | Group 52 |
| 21 | 209 | 48. Selecting paints and painting farm buildings. | Ind. 1 | Group 56 |
| 22 | 208 | 49. Cleaning the air line of a milker system. | Ind. 15 | Group 42 |
| 78 | 152 | 50. Castration of hogs, sheep and calves. | Ind. 19 | Group 38 |
| 25 | 205 | 51. Worming hogs. | Ind. 12 | Group 45 |
| 27 | 203 | 52. Learning the ear-notching system in hogs. | Ind. 3 | Group 54 |
| 24 | 206 | 53. Fly control on dairy farms. | Ind. 8 | Group 49 |
| 208 | 22 | 54. Reading a soil test. | Ind. 29 | Group 27 |
| 206 | 24 | 55. Understanding a form S. C. S. plan. | Ind. 29 | Group 27 |
| 28 | 202 | 56. Measuring land. | Ind. 15 | Group 42 |
| 78 | 152 | 57. Determining plant population and estimating yields in corn. | Ind. 31 | Group 26 |
| 24 | 206 | 58. Testing grain for germination. | Ind. 7 | Group 50 |
| 34 | 196 | 59. Moisture testing corn and grain. | Ind. 20 | Group 37 |
| 37 | 193 | 60. Moisture testing forage. | Ind. 20 | Group 37 |
| 206 | 24 | 61. Taking soil samples. | Ind. 36 | Group 21 |
| 145 | 85 | 62. Making a plant tissue test. | Ind. 32 | Group 25 |
| 221 | 9 | 63. Drawing up a farm lease. | Ind. 51 | Group 6 |
| 205 | 25 | 64. Checking the farm wiring system. | Ind. 39 | Group 18 |
| 20 | 210 | 65. Selecting farm electric motors. | Ind. 12 | Group 45 |
| 22 | 208 | 66. Farm fire prevention. | Ind. 21 | Group 36 |
| 29 | 201 | 67. Getting a better understanding of investment possibilities. | Ind. 25 | Group 32 |

*This should be the basis for the emphasis for the on-the-farm training for the next year.

More than two-thirds of trainees and instructors agree that these jobs should be taught individually:

1 - Balancing rations and selecting the best buys in feeds.
2 - Evaluation of roughage available for feeding.
3 - Planning the crop program, selecting crop varieties, and determing the kind and amount of fertilizer.
4 - Setting up a feed budget.
5 - Planning the crop rotation and field layout.
6 - Checking milking equipment, lines, and milking practices.
7 - Planning building remodeling.
8 - Herd record analysis and suggestions on herd replacement.
9 - Cow analysis and selective mating.
10 - Calf raising problems.
11 - Setting up a set of farm records.
12 - Taking a farm inventory.
13 - Methods of figuring equipment and building depreciation.
14 - Filing federal and state income tax.
15 - Farm record analysis to find the strong and weak points of business.
16 - Refinancing the farm business.
17 - Working out a cash flow chart.
18 - Preparing a net worth statement.
19 - Analysis of the farm personal insurance plan.
20 - Long-time planning in the farm operation.
21 - Partnership agreements.
22 - Reading a soil test.
23 - Understanding a farm S.C.S. plan.
24 - Taking soil samples.
25 - Making plant tissue tests.
26 - Drawing up a farm lease.
27 - Checking the farm wiring system.

The following jobs are questionable as to being individual or group:

1 - Planning for the transfer of property.
2 - Checking yields of crops.
3 - Plant deficiency symptoms and what they mean.
4 - Determining plant population and estimating yields in corn.

More than two-thirds of trainees and instructors agree that these jobs could be taught in group instruction:

1 - Mechanizing the feeding operation.
2 - Selection of farm equipment - tractors.
3 - Selection of other equipment.
4 - Selection and use of herbicides.
5 - Calibrating a sprayer.
6 - Selection and use of insecticides.
7 - Adjusting plows.
8 - Adjusting mowers and swathers.
9 - Adjusting combines.

10 - Adjusting corn pickers.
11 - Adjusting other farm machines.
12 - Understanding animal pedigrees.
13 - Checking pregnancy in cows.
14 - Herd breeding problems.
15 - Simple veterinary practices a farmer can do.
16 - Understanding machine farm records.
17 - Calibrating a corn planter and fertilizer attachment.
18 - Calibrating a drill.
19 - Mixing quality concrete.
20 - Laying out a paved barnyard.
21 - Learning how to operate a farm level.
22 - Understanding conservation practices.
23 - Selecting paints and painting farm buildings.
24 - Cleaning the air line of a milking machine.
25 - Castration of hogs, sheep, and calves.
26 - Worming hogs.
27 - Learning the ear - notching system in swine.
28 - Fly control on hog, beef, and dairy farms.
29 - Measuring land.
30 - Testing grain for germination.
31 - Moisture testing corn and grain.
32 - Moisture testing forage.
33 - Selecting farm electric motors.
34 - Farm fire prevention.
35 - Getting a better understanding of investment possibilities.

Other information obtained from instructors:

1 - Length of farm training program desired?
a. The present program is 5 years in length. What do you think it should be?
Longer 42 Shorter 2 The same 6

b. If you feel it should be longer or shorter, what length do you suggest?
1 year 0 2 years 0 3 years 1 4 years 1
5 years 8 6 years 6 7 years 31 Over 7 years 10

2 - Number of class sessions held per year. The present program calls for ten sessions per year -
a. How many do you think that should be?
More 10 Less 13 The same 34

b. If more or less, how many do you suggest?
5-7 9 8-10 6 10 32 11-13 7
14-16 2 17-19 1 20 or more 0

3 - On-the-farm instruction.
a. How would you rate the on-the-farm instruction?
Extremely valuable 32 Highly 25

b. Should the present schedule of hours per year of on-the-farm instruction be changed?

| | |
|---|---|
| Retain present program of hours | 34 |
| Evened out, 12 hours each year | 19 |
| More hours on-the-farm | 11 |
| Less first two years, more last three years | 4 |

c. In your opinion how long would you like a farm visit to be?

1 hour 2 2 hours 55 3 hours 0 4 hours 0

d. In your opinion how long could a farm visit be?

1 hour 0 2 hours 25 3 hours 15 4 hours 17

4 - In your opinion could the instructional program be shorter than the present 48 weeks and still be as effective? Yes 3 No 54

a. If yes, how much shorter do you think it could be and still be an effective program?

3 4 weeks 0 8 weeks 0 12 weeks

5 - If it were necessary to reduce the cost of the program, how would you rate the following methods? 1 is first choice, 7 is your last choice.

| Rank | | Composite vote |
|---|---|---|
| 2 | - Having fewer but longer vistis** | 135 |
| 3 | - Decrease the farm visit and increase number of classes held | 152 |
| 4 | - Decrease number of farm visits held each year | 173 |
| 1 | - Conduct some on-the-farm instruction in groups* | 104 |
| 5 | - Conduct on-the-farm visits for only 3 of the 5 years | 256 |
| 6 | - Offer the program to beginning farmers only | 280 |
| 7 | - Offer the program to disadvantaged farmers only | 319 |

*27 instructors listed this first, 9 listed it as second choice.
**12 instructors listed this first,21 listed it as second choice.

6 - What suggestions would you make to improve the present farm training program?

| | |
|---|---|
| Program for present trainees beyond 5 years | 23 |
| More help from district and state supervisors | 16 |
| Less farmers for each instructor, more time with each trainee | 17 |
| Help in preparing teaching materials | 6 |
| Make program more flexible to meet trainees' needs | 5 |
| Be permitted to use specialists as often as instructor wants | 2 |

The suggestions obtained from these surveys and with the thought in mind that we need to cut costs and generate more F.T.E.'s perhaps we should consider making these changes in the farm training program in Wisconsin:

1 - Group training - from one-third to one-half of the on-the-farm jobs could be taught to groups of three to five farmers at one time instead of individually. Since this was done successfully with World War II veterans, it would be no experiment. State policy would need to be adjusted to give credit toward F.T.E.'s the same as is given for a class.

2 - Extend the program beyond the five years by offering several special classes in each district taught by specialists in such fields as Farm Management, Legal Problems, Herd Health, Herd Improvement through Breeding, Tractor Maintenance, Welding, Farm Machinery, Marketing, and Cash Crops. Technical School services could be extended by opening these classes to farmers who have not been enrolled in the regular farm training program. Since these would be large groups the F.T.E.'s generated would be considerable.

3 - On-the-farm visits to farmers in the special classes. This would need to be limited to two or three per year, and this should be done by the regular instructor who knows the farming situation. With group instruction as part of his program, he would have the time available to do this.

4 - Keep the maximum hours of on-the-farm instruction during the five years at 64 as it is now, but let the instructor give 12 hours per year if in his judgment it serves the needs better.

5 - Increase the minimum number of classes required to twelve with a maximum of two of these being field trips or area meetings. This alone would create 20% more F.T.E.'s.

6 - Make on-the-farm training periods a minimum of two hours. This would save on mileage costs.

7 - Offer more mechanics in the regular farm program. This had a high priority among farmers surveyed.

8 - Increase the fee charged for the program. Farmers have indicated in the survey that they are willing to pay more for a quality program.

9 - Arrange one or two classes each year to which women are invited without being regularly enrolled. The practice of enrolling the wife after the husband has had five years of training should be "frowned" upon as a method of circumventing the intent of the program.

10 - A crash program in every district and at the state level to up-date instructors in the skills they need in order to have a quality program.

SURVEY - Purpose - - To see if the cost of the Farm Training Program can be reduced without affecting the quality of the program.

NOTE - - State reimbursement is based on F.T.E. units. More units are attained when instruction can be done in the classroom and to groups. Individual instruction does not generate many F.T.E. units per year.

The questions listed in this survey are intended to get the views of farmers who have been in the program as to whether designated instruction must be done individually rather than in groups.

1. Length of farm training program needed -

   A. Is a five-year program necessary? _____

   B. If not, how many years would you suggest?_____

2. Number of class sessions held per year. The present program calls for ten sessions per year.

   A. Would farmers attend if this were increased to 12?_____

   B. Would farmers attend if this were increased to 15?_____

   C. Would farmers attend if more than 15 were offered?_____

Note - - Assume that some of the class hours would be field trips.

3. The present program of on-the-farm individual instruction suggest these hours per year.
   How would you change this?

| | Present program | Your suggested hours |
|---|---|---|
| 1st year | 18 hrs. | _____ |
| 2nd year | 18 hrs. | _____ |
| 3rd year | 12 hrs | _____ |
| 4th year | 8 hrs | _____ |
| 5th year | 8 hrs | _____ |

4. In your opinion what should be the length of the farm training period on-the-farm?

   1 hour _____ 2hours _____ 3 hours _____ 4 hours _____

Note - Longer period at one time would cut travel costs.

5. In your opinion would a 38 week instruction program instead of the present 48 week program hurt the effectiveness of the program? Assume the ten weeks would be cut during summer months.

Kill the effectiveness of the program?_____

Seriously effect the quality of the program?_____

Have little effect on the program?_____

6. If costs of the program must be cut, how would you rate these methods of doing this?

Increase the number of classes held per year_____

Have some of the on-the-farm jobs taught to groups _____

Cut the hours of on-the-farm offered each year _____

On-the-farm hours longer each visit, fewer visits _____

Class program continued for 5 yrs, on-the-farm only 3 yrs._____

Have fewer weeks of on the Farm instruction each year _____

Offer the program to beginning farmers only _____

Offer the program to disadvantaged farmers only _____

7. Should part of the cost of the program be paid by trainees? In your opinion what is the greatest course fee that trainees would be willing to pay?_____

Should there be a graduated fee? Assume that the lowest fee would be charged the 1st year and increased each year_____

Are local districts justified in providing this programof individual instruction for farmers when they don't provide it for business or industry, ~~except in the Apprenticeship programs~~?_____
_____.

8. What suggestion would you make to improve the present Farm Training program?

A._____

B. _____

C. _____

SUGGESTED LIST OF ON-THE-FARM TRAINING JOBS

Which jobs must be individual instruction on trainees farms?
Which jobs could be taught to groups of 3 to 5 trainees?

1. Balancing rations and selecting the best buys in feeds. Individual _____ Group_____
2. Evaluation of roughages available for feeding. Ind. _____ Group _____
3. Planning the crop program, selecting crop varieties and determining the kind and amount of fertilizer to use. Ind. _____ Group _____
4. Set up a feed budget. Ind. _____ Group _____
5. Planning the crop rotation and field layout. Ind. _____ Group_____
6. Checking the milking machine, lines and milking practices. Ind. _____ Group _____
7. Planning building remodelling. Ind. _____ Group _____
8. Mechanizing the feeding operation. Ind. _____ Group _____
9. Selection of farm equipment - tractors. Ind. _____ Group _____
10. Selection of other equipment (priority list). Ind. _____ Group _____
11. Selecting and using herbicides. Ind. _____ Group _____
12. Calibrating a sprayer. Ind. _____ Group _____
13. Selecting and using insecticides. Ind. _____ Group _____
14. Adjusting plows. Ind. _____ Group _____
15. Adjusting mowers. Ind. _____ Group _____
16. Adjusting combines. Ind. _____ Group _____
17. Adjusting corn pickers. Ind. _____ Group _____
18. Adjusting other farm machines. Ind. _____ Group _____
19. Herd record analysis and suggestions on herd replacement. Ind. _____ Group _____
20. Cow analysis and selective mating. Ind. _____ Group _____
21. Understanding animal pedigrees. Ind. _____ Group _____

22. Calf raising problems. Individual _____ Group _____

23. Checking pregnancy in cows. Ind. _____ Group _____

24. Herd breeding problems. Ind. _____ Group _____

25. Simple veterinary practices a farmer can do. Ind. _____ Group_____

26. Setting up a set of farm records. Ind. _____ Group _____

27. Taking farm inventory. Ind. _____ Group _____

28. Understanding machine farm records. Ind. _____ Group _____

29. Methods of figuring equipment and building depreciation. Ind. _____ Group _____

30. Filing federal and state income tax. Ind. _____ Group _____

*31. Farm record analysis to find strong and weak points of business. Ind.____Group____

32. Refinancing the farm business. Ind. _____ Group _____

33. Working out a cash flow chart. Ind. _____ Group _____

34. Preparing a net worth statement. Ind. _____ Group _____

35. Analysis of the farm insurance policies. Ind. _____ Group _____

36. Analysis of the farmer's personal insurance plan. Ind._____ Group _____

37. Planning for the transfer of property. Ind. _____ Group _____

38. Long-time planning in the farm operation. Ind. _____ Group _____

39. Partnership agreements. Ind. _____ Group _____

40. Checking yields of crops. Ind. _____ Group _____

41. Plant deficiency symptoms and what they mean. Ind. _____ Group _____

42. Calibrating a corn planter and fertilizer attachment. Ind. _____ Group _____

43. Calibrating a drill. Ind. _____ Group _____

44. Mixing quality concrete. Ind. _____ Group _____

45. Laying out a paved barnyard. Ind. _____ Group _____

46. Learning to operate a farm level. Individual _____ Group _____

47. Understanding conservation practices. Ind. _____ Group_____

48. Selecting paints and painting farm buildings. Ind. _____ Group _____

49. Cleaning the air line of a milker system. Ind._____ Group _____

50. Castration of hogs, sheep and calves. Ind. _____ Group _____

51. Worming hogs. Ind. _____ Group _____

52. Learning the ear-notching system in hogs. Ind. _____ Group _____

53. Fly control on dairy farms. Ind. _____ Group _____

54. Reading a soil test. Ind. _____ Group _____

55. Understanding a form S. C. S. plan. Ind. _____ Group _____

56. Measuring land. Ind. _____ Group _____

57. Determining plant population and estimating yields in corn. Ind. _____ Group ____

58. Testing grain for germination. Ind. _____ Group _____

59. Moisture testing forage. Ind. _____ Group _____

60. Moisture testing corn and grain. Ind. _____ Group _____

61. Taking soil samples. Ind. _____ Group _____

62. Making a plant tissue test. Ind. _____ Group _____

63. Drawing up a farm lease. Ind. _____ Group _____

64. Checking the farm wiring systems. Ind. _____ Group _____

65. Selecting farm electric motors. Ind. _____ Group _____

66. Farm fire prevention. Ind. _____ Group _____

67. Getting a better understanding of investment possibilities. Ind._____ Group _____

*This should be the basis for the emphasis for the on-the-farm training for the next year.